

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: **HOUSTON SYMPHONY SETTLEMENT**  
DATE: September 23, 1998

The members of the Houston Symphony ratified a new four-year agreement on August 19, 1998.

**LENGTH OF SEASON:** Remains at 52 weeks.

**WAGES:** [1997-98 \$1200/wk, \$62,400/yr]  
1998-99 **\$1225/wk** / \$63,700/yr  
1999-00 **\$1275/wk** / \$66,300/yr  
2000-01 **\$1345/wk** / \$69,940/yr  
2001-02 **\$1425/wk** / \$74,100/yr

**EMG:** [Was \$85/wk] becomes **\$75/wk** as of June 1, 1998.

**PENSION:** [Was \$25,000] Years 1-3, becomes **\$30,000** with rule of 85. Year 4, becomes \$30,000 with rule of 85 and age 60. Combining benefits from frozen plan and AFM-EP with the following schedule of contributions: **4%, 4½%, 4½%, 5%** respectively.

**SENIORITY:** No cap on years of service

**HEALTH INSURANCE:** **Domestic partners' coverage equivalent to dependents' coverage** [management covers 100% for members and 80% for dependent and domestic partners].

**MISCELLANEOUS:** **Community Outreach Program** established with participation on a voluntary basis. Season start date changed from June 1 to first Sunday in October.

The members of the Houston Symphony Negotiating Committee were David Garret [Chair], Colin Gatwood, Roger Kaza, David Moore, and Jim Wilt. The orchestra would like to thank their attorney, Bill Babb, and Local 65-699.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Houston Symphony ICSOM Delegate Fred Edelen.

# Houston Symphony

Detroit Symphony